

Queen Victoria Hospital NHS Foundation Trust

2024 NHS Staff Survey

Breakdown report

Introduction	4
People Promise element and Theme results – Breakdowns 1	5
<u>Corporate</u>	<u>6</u>
<u>Operations</u>	<u>7</u>

<u>Board & Strategy</u>	9
<u>Commerce & Finance</u>	10
<u>Core Clinical and Community Services</u>	11
<u>Director of Nursing</u>	12
<u>Human Resources</u>	13
<u>OMFS and Eyes</u>	14
<u>Operational management</u>	15
<u>Perioperative Care</u>	16
<u>Plastics and Burns</u>	17

This breakdown report for Queen Victoria Hospital NHS Foundation Trust contains results by breakdown area for the People Promise element and theme results from the 2024 NHS Staff Survey. These results are compared to the unweighted average for your organisation.

Please note: It is possible that there are differences between the ‘Your org’ scores reported in this breakdown report and those in the benchmark report. This is because the results in the benchmark report are weighted to allow for fair comparisons between organisations of a similar type. However, in this report comparisons are made within your organisation, so the unweighted organisation result is a more appropriate point of comparison.

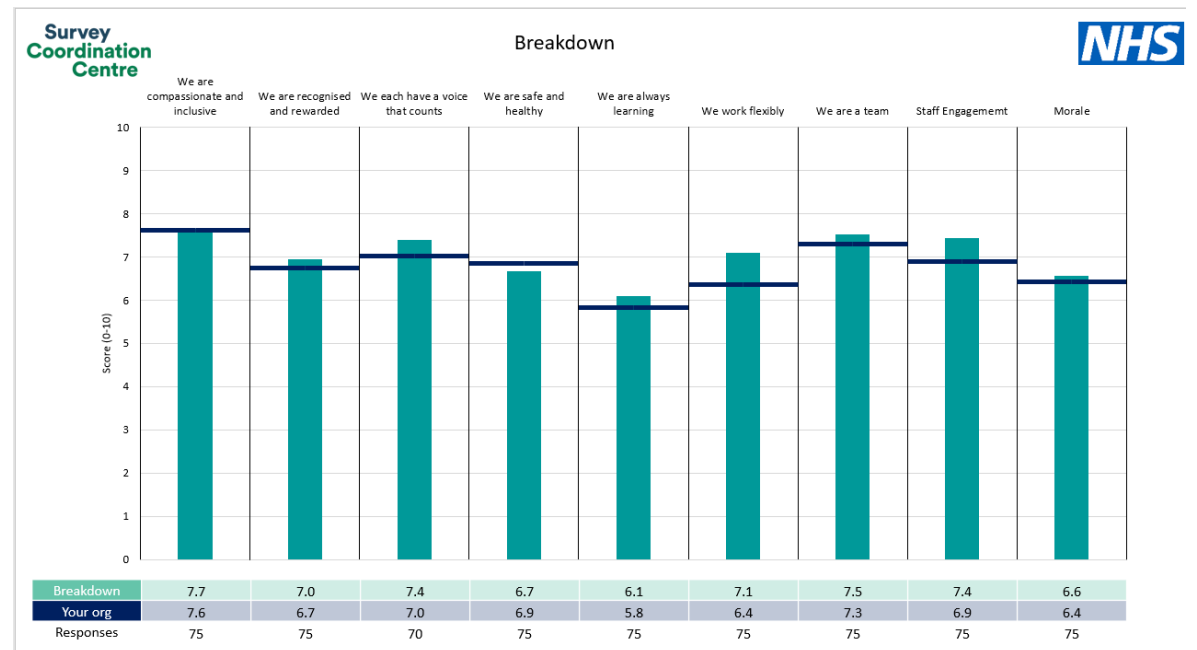
The breakdowns used in this report were provided and defined by Queen Victoria Hospital NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

Key features

Breakdown type and **breakdown name** are specified in the header.

Breakdown results are presented in the context of the (unweighted) **organisation average ('Your org')**, so it is easy to tell if a breakdown area is performing better or worse than the organisation average. For all People Promise element and theme results, a higher score is a better result than a lower score.

The **number of responses** feeding into each measure and sub-scores for the **given breakdown** are specified below the table containing the breakdown and trust scores.



! Note: When there are fewer than 10 responses in a group, results are suppressed to protect staff confidentiality. For some organisations this could mean that all breakdown results are suppressed.

Breakdowns 1

Queen Victoria Hospital NHS Foundation Trust
2024 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



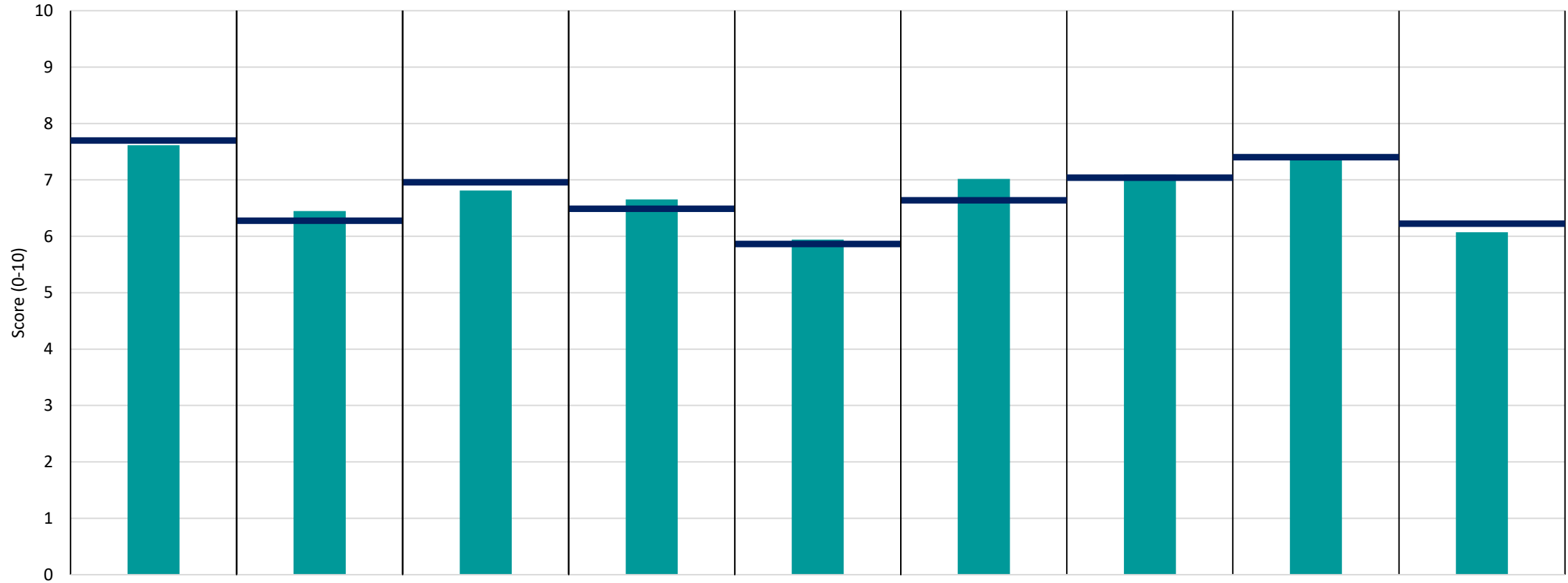
We are a team



Staff Engagement



Morale



Breakdown	7.61	6.45	6.81	6.65	5.94	7.02	7.09	7.35	6.07
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	189	189	187	188	180	186	189	191	191



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



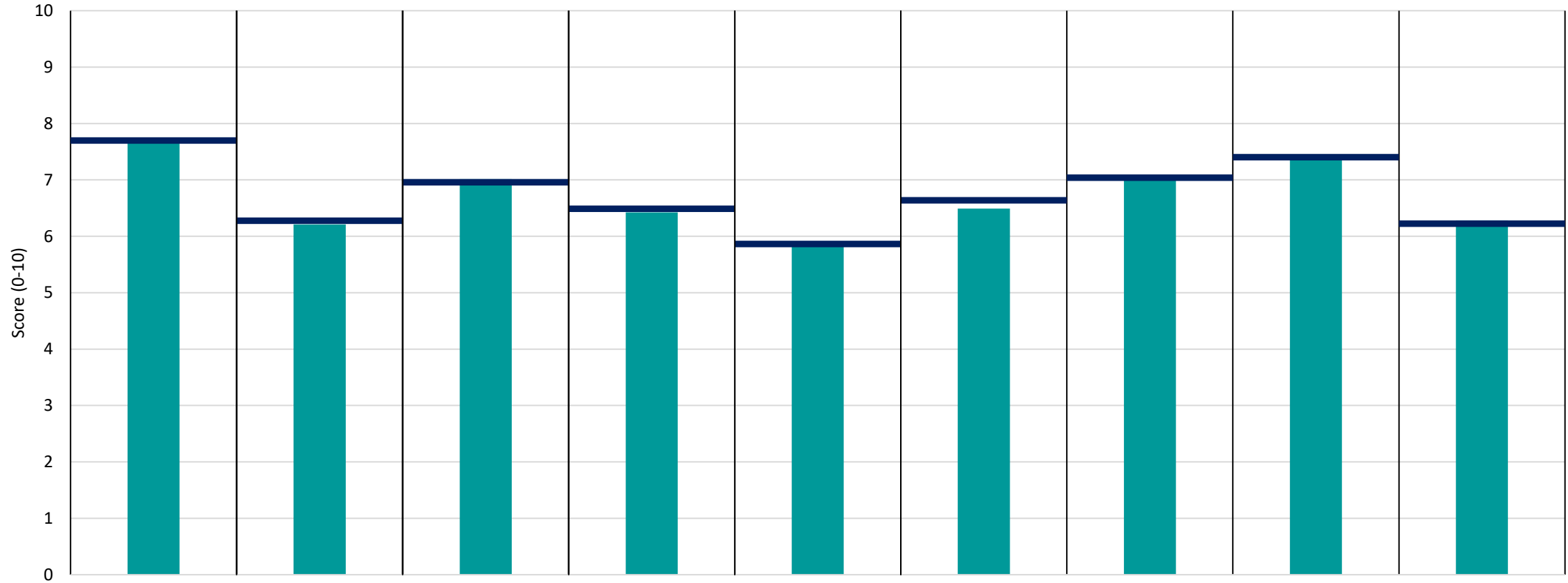
We are a team



Staff Engagement



Morale



Breakdown	7.73	6.21	7.01	6.42	5.83	6.49	7.02	7.43	6.28
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	489	488	487	487	470	483	488	489	489

Breakdowns 2

Queen Victoria Hospital NHS Foundation Trust
2024 NHS Staff Survey



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



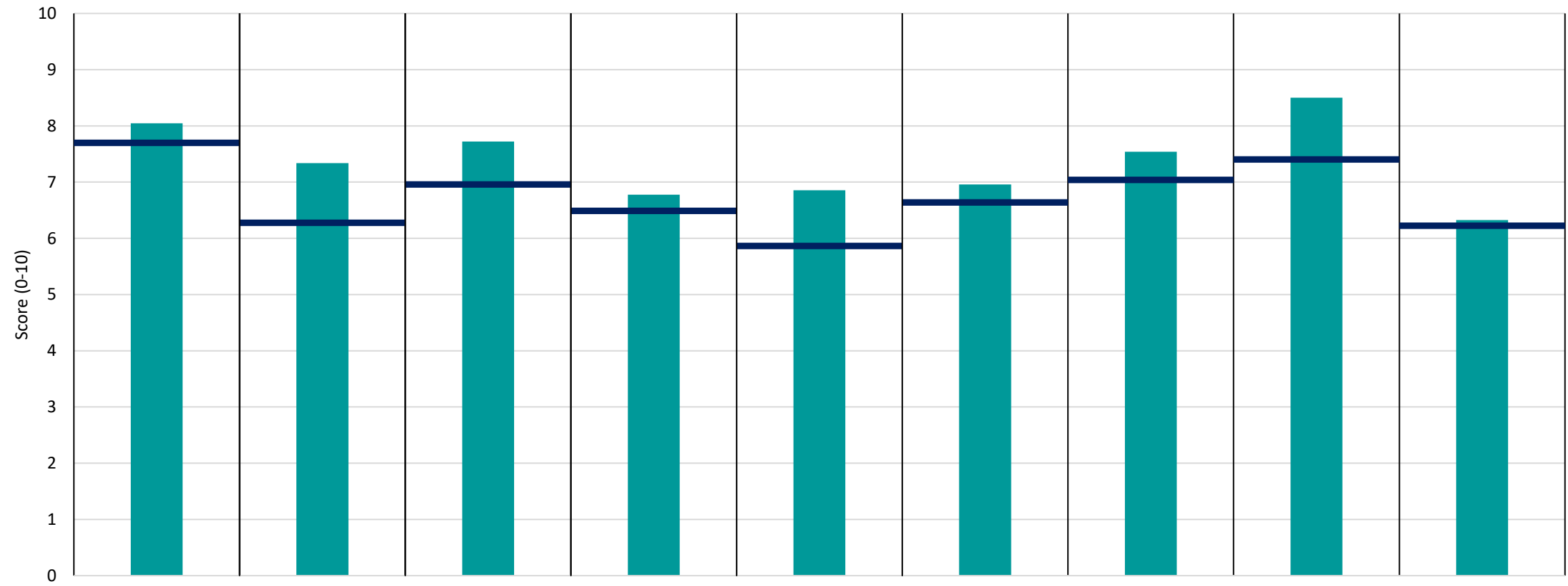
We are a team



Staff Engagement



Morale



Breakdown	8.05	7.34	7.72	6.77	6.86	6.96	7.54	8.50	6.33
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	20	20	20	20	19	20	20	20	20



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



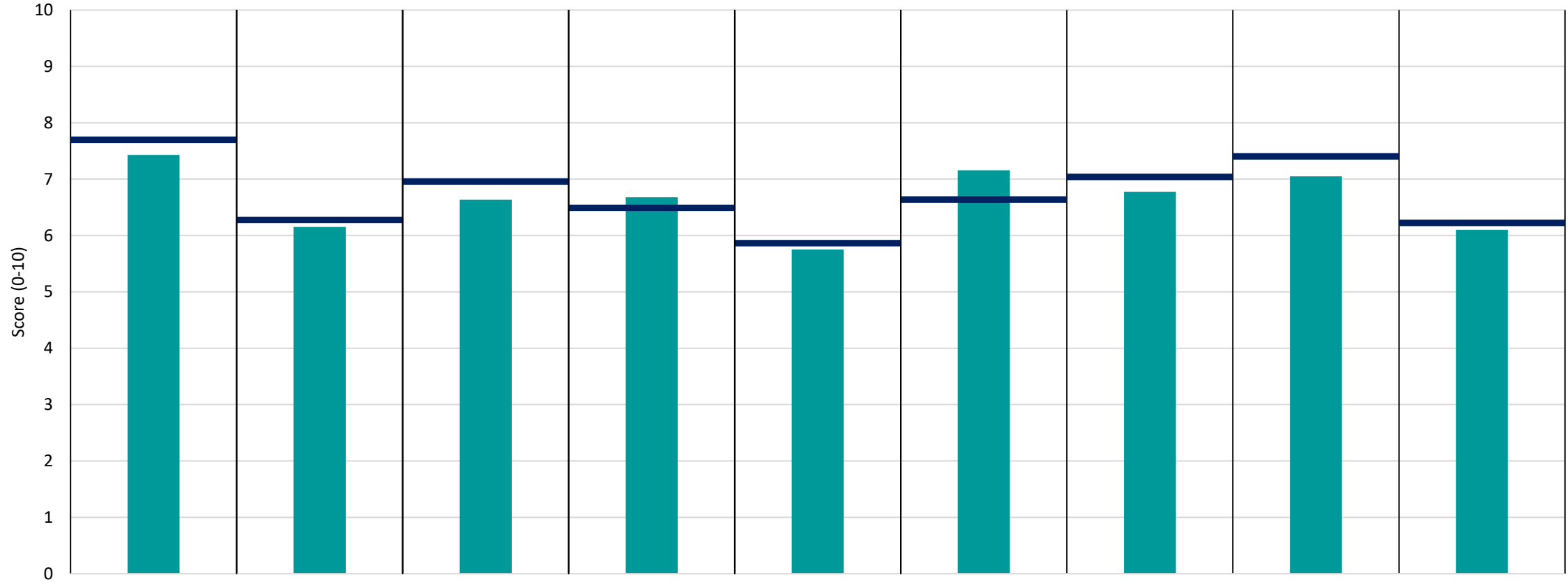
We are a team



Staff Engagement



Morale



Breakdown	7.43	6.15	6.64	6.68	5.75	7.16	6.78	7.05	6.10
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	72	72	70	71	67	69	73	73	73



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



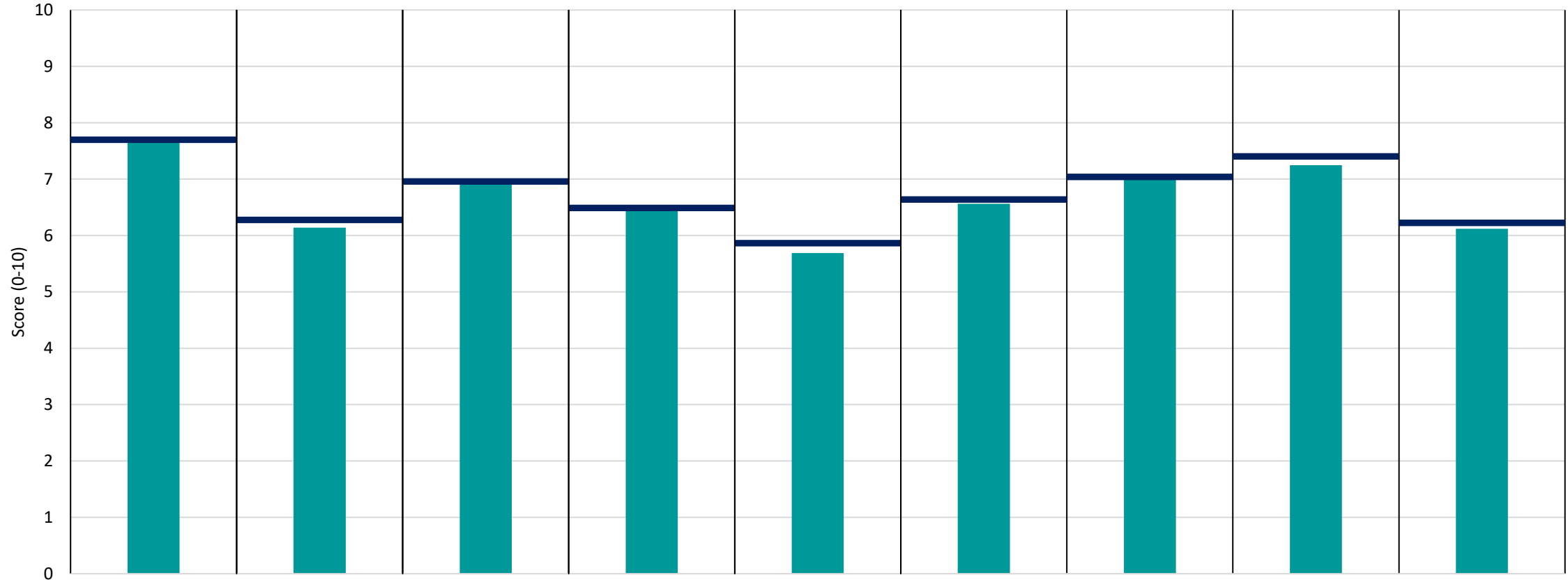
We are a team



Staff Engagement



Morale



Breakdown	7.65	6.14	6.94	6.47	5.69	6.56	7.05	7.25	6.12
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	156	156	156	156	149	154	156	156	156



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



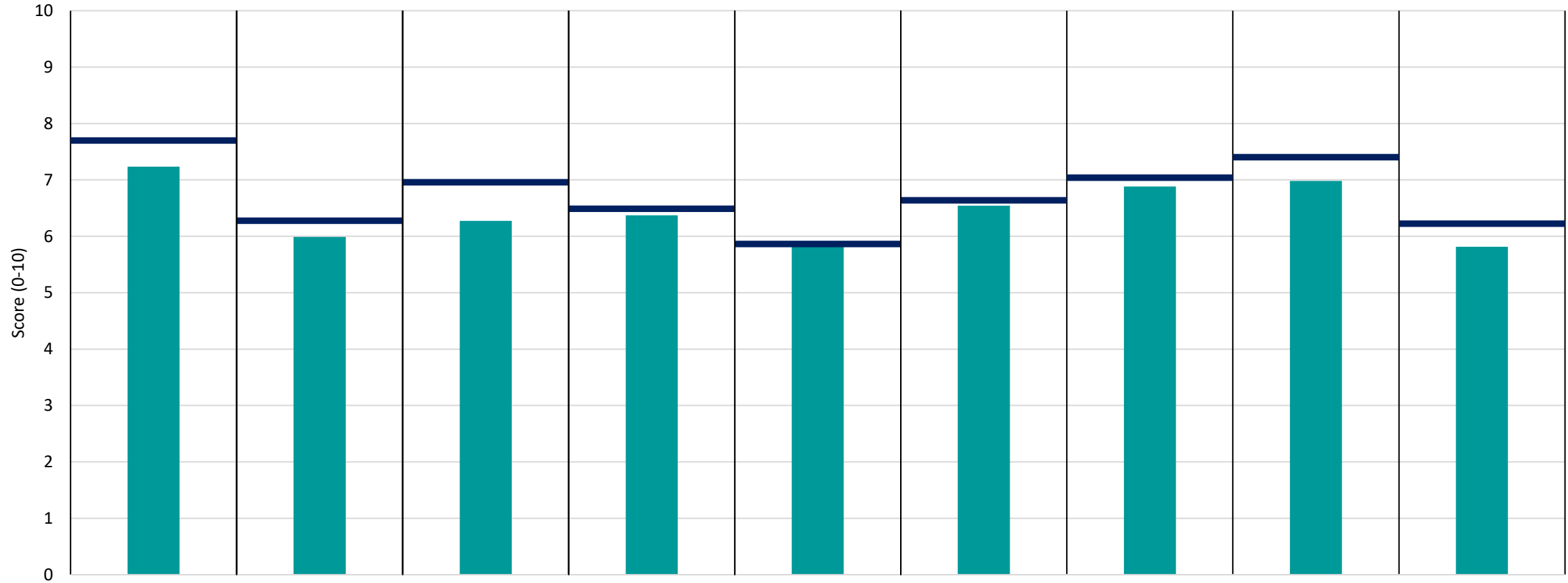
We are a team



Staff Engagement



Morale



Breakdown	7.23	5.99	6.27	6.37	5.90	6.54	6.88	6.98	5.81
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	44	44	44	44	44	44	43	44	44



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



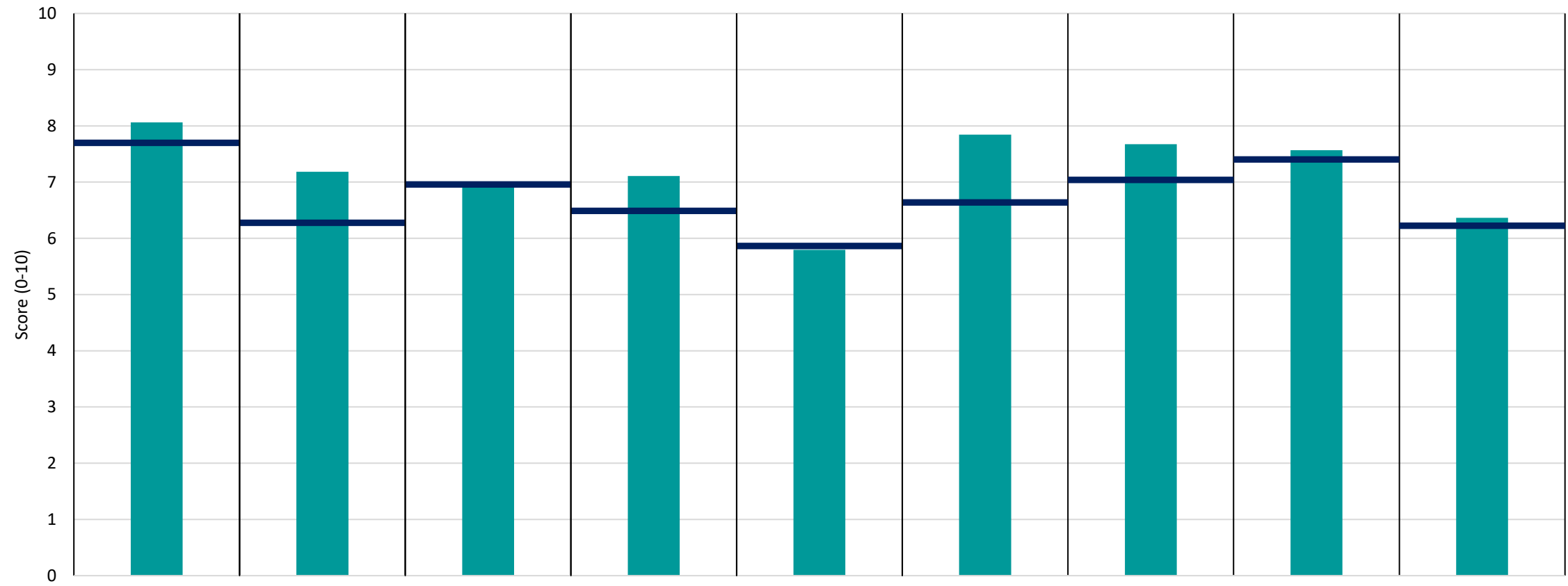
We are a team



Staff Engagement



Morale



Breakdown	8.06	7.19	6.98	7.11	5.80	7.85	7.67	7.57	6.36
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	35	35	35	35	34	35	35	36	36



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



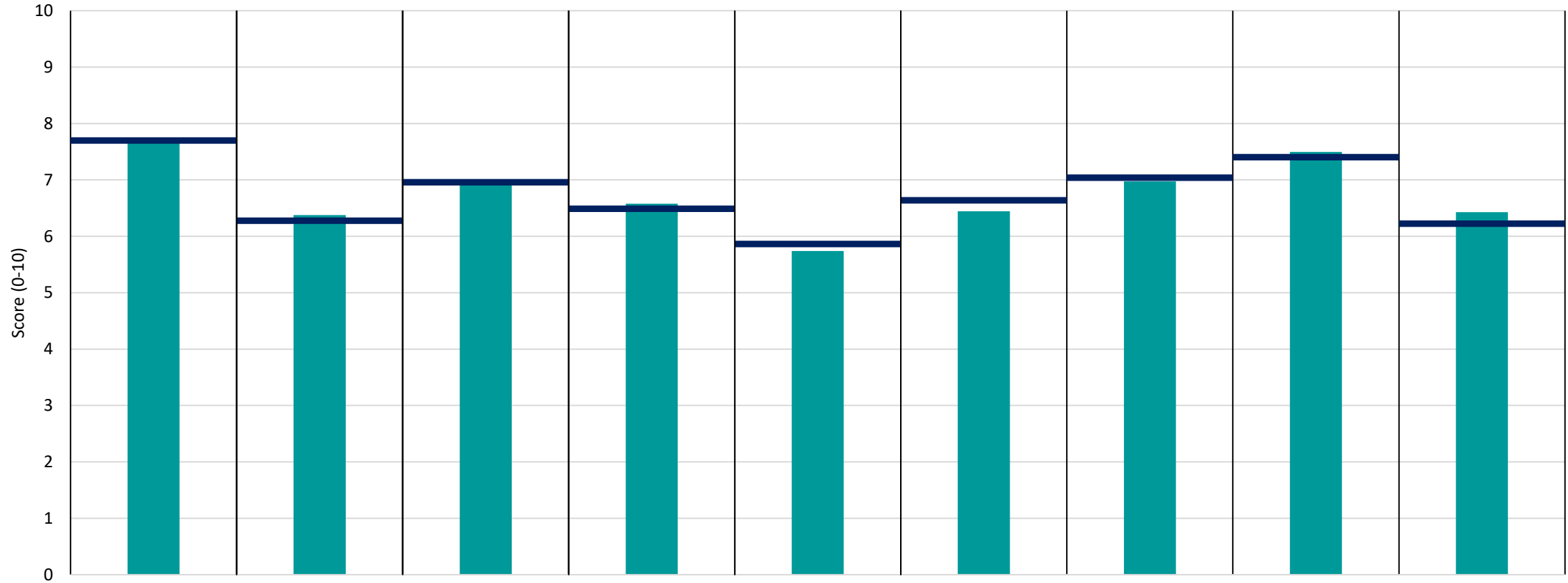
We are a team



Staff Engagement



Morale



Breakdown	7.65	6.38	6.95	6.58	5.74	6.45	6.97	7.50	6.43
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	97	96	96	96	94	96	96	97	97



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



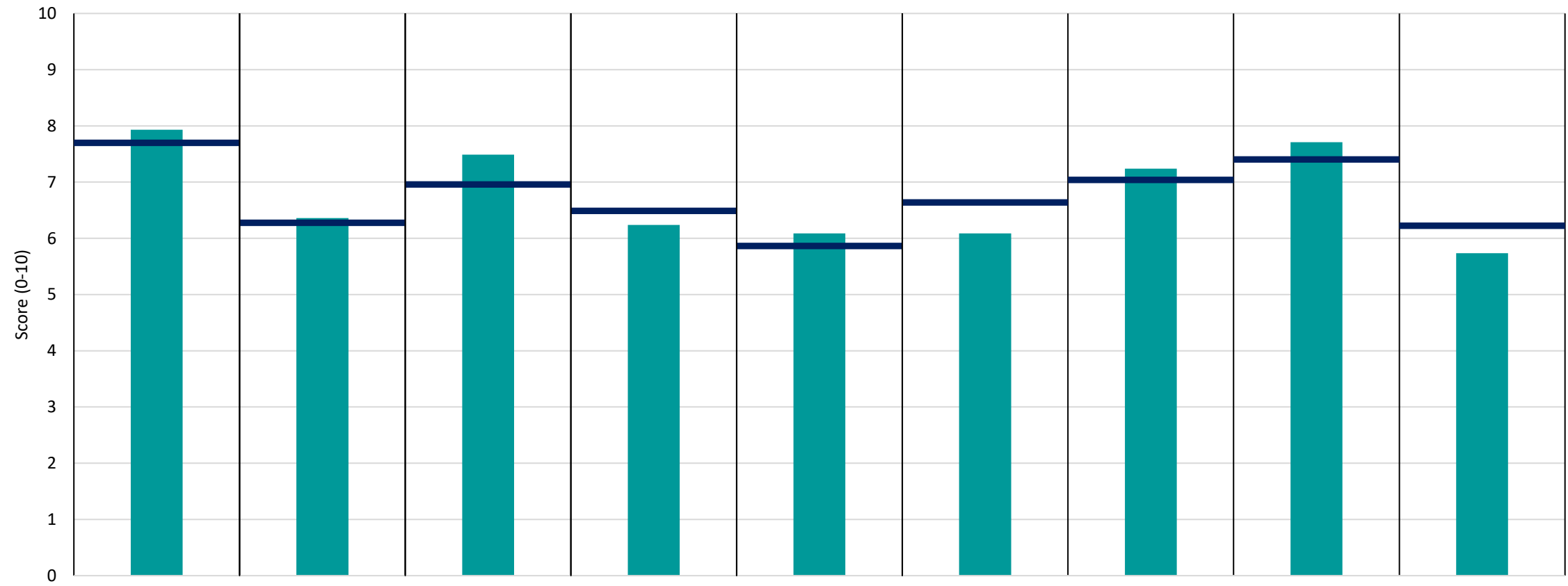
We are a team



Staff Engagement



Morale



Breakdown	7.93	6.36	7.49	6.24	6.09	6.09	7.24	7.71	5.74
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	18	18	18	18	16	18	18	18	18



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



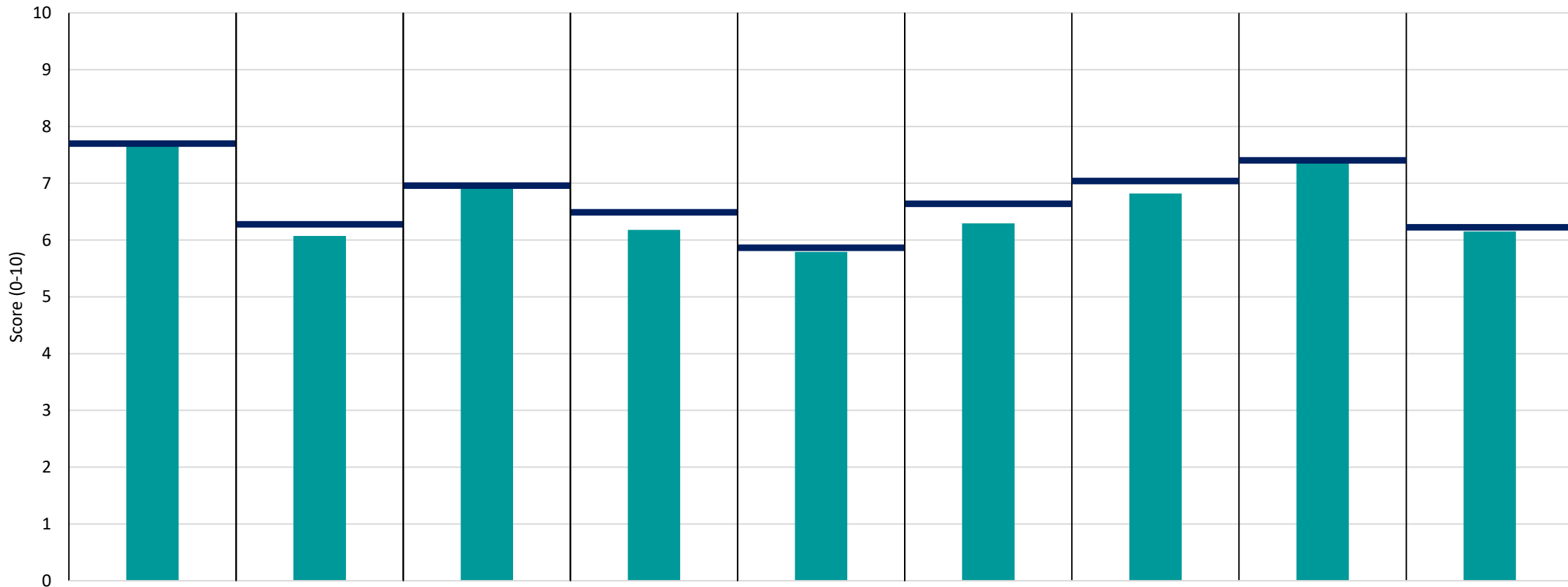
We are a team



Staff Engagement



Morale



Breakdown	7.65	6.07	6.98	6.18	5.79	6.29	6.82	7.39	6.15
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	144	144	144	144	138	142	144	144	144



We are
compassionate and
inclusive



We are recognised
and rewarded



We each have a voice
that counts



We are safe and
healthy



We are always
learning



We work flexibly



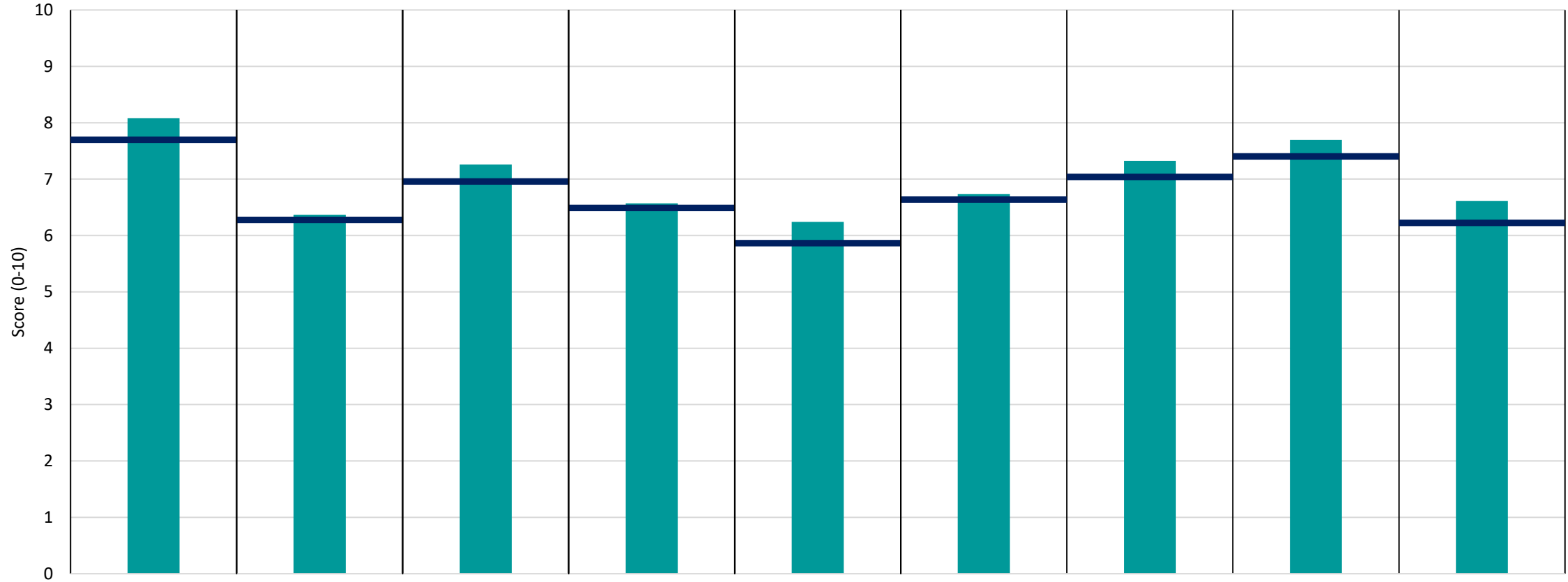
We are a team



Staff Engagement



Morale



Breakdown	8.08	6.37	7.26	6.57	6.24	6.74	7.32	7.70	6.61
Your org	7.70	6.28	6.96	6.49	5.86	6.64	7.04	7.40	6.22
Responses	92	92	91	91	89	91	92	92	92